

NOTES FROM THE:

Comptroller Officer Assignments

by Capt Timothy Little, DSN 487-5031
littlet@hq.afpc.af.mil

Commander Selections

Let me begin this article by thanking my predecessor, Major Lori Wortman, for helping me get settled into the job. Lori served the community well in this position for over a year and I'm fortunate she is still in the building so I can easily bug her. I've gotten calls from several of the AFPC alumni who have all greatly encouraged me. Big shoes to fill in an extremely demanding job!

My first order of business immediately upon arrival was hosting the calendar year 1998 Comptroller Commander Board. There seems to be a lot of confusion in the field about this process.

The board was held at Randolph AFB TX, 11-12 September 1997. The goal of the screening board was to select the best qualified officers for the Comptroller Commander Roster for 1998. The board consisted of 10 senior FM officers with Major General Stringer, SAF/FMB, being the board president. General Stringer ran the board similar to a promotion board. Every board member reviewed and scored each record. The board scored the records against the following scale:

Scoring Scale

Definitely a commander now	10
Probably a commander now	9 - 9.5
Maybe a commander now	8 - 8.5
Probably not a commander now	7 - 7.5
Definitely not a commander now	6 - 6.5

Items such as demonstrated leadership, leadership potential, performance, experience, education, and timing were the key areas considered when deriving the score of a record. All of these facets were extremely important, but let me address timing for a moment. Timing was a big, big factor. Please recall I mentioned above the goal of this board was to select the best qualified officers for command in 1998. If board members did not think being a commander was not the right thing for an officer to do in 1998 in terms of optimal officer professional development, previous assignments, etc., then the officer received a low score. After all the records were scored, and

order of merit was established, and the officers with scores above the cut line made the list. So, please understand, just because an officer did not make the 1998 roster, does not mean they will never have the opportunity to command. The commander selection board is an annual process. Who was eligible to meet the board?

- All Lt Colonels except officers in the primary zone for Colonel
- Lt Colonel selects
- Majors and Major Selects
- Field grade officers on joint duty billets with over 22 months time on station

All eligible officers had the opportunity to decline meeting the board (without prejudice) in accordance with SAF/FMB message, dated 24 Jun 97, which announced the board. I can truly say, this declination indeed was without prejudice. The board received the percentage of eligibles who declined; the raw numbers were not even provided. Withdrawal from the 1998 board will not preclude the officer from consideration on future boards, as long as the officer meets eligibility requirements of those boards. The competition among the eligible officers for the limited number of 1998 commander vacancies was very keen. To ensure the pool is large enough to fill the positions, the board nominated slightly greater than a 2:1 ratio (candidates to vacancies). Here is the '98 commander roster:

LTC David Ascani	ACC
LTC Daniel P. Barnett	AETC
LTC Keith R. Bell	AETC
LTC Michael Benjamin	SAF
LTC Glenn M. Brown	AFCAA
LTC (s) Ronnie Carver	AMC
LTC (s) Patrick A. Coe	USAFE
LTC Patrick M. Coley	USAFE
LTC Cynthia L. Cox	USAF
LTC Eugene Dacus	SOCOM
LTC Chris A. Domangue	ACC

LTC Frederick Dudek
 LTC Fred W. Freeman
 LTC John C. Frye, Sr.
 LTC James G. Godfrey
 LTC Bruce M. Kalish
 LTC Daniel R. Keays
 LTC Virginia S. Kelly
 LTC Brian E. Kistner
 LTC Ronald E. Knox
 LTC Michael Lacroix
 LTC Patricia Larson
 LTC (s) Roberta R. Lowe
 LTC Patricia McDaniel
 LTC Gary W. Minor
 LTC Robert Modrovsky
 LTC Brian G. Morgan
 LTC (s) William J. Paulk
 LTC (s) Phillip L. Perry
 LTC Debra D. Planck
 LTC Virginia Rampley
 LTC Maritza Rivera
 LTC Gary M. Rusnak
 LTC Roy J. Sanders
 LTC (s) Fred S. Scheppele
 LTC John C. Singsaas
 LTC Cynthia J. Sisco
 LTC Robert M. Smith
 LTC Jack E. Speake
 LTC Charles L. Thomas
 LTC (s) Anthony Thompson
 LTC Stephen C. Tye
 LTC Charles Venable
 LTC Roger L. Virost
 LTC (s) Russell A. Vogel
 LTC (s) Joseph S. Ward, Jr.
 LTC Philip Weinberg
 LTC (s) John D. Weidert
 LTC Mark J. Whetstone
 LTC Gregory Williams
 LTC Cletus F. Witter

DFAS
 AMC
 ACC
 AMC
 AFMC
 ISC
 NORAD
 SAF
 DFAS
 ACC
 ACC
 DFAS
 AETC
 AETC
 SAF
 AFMC
 AETC
 AETC
 ACC
 SOC
 AETC
 AFSPC
 ACC
 AETC
 USAFE
 AFMC
 PACAF
 AFMC
 AFSPC
 SAF
 ACC
 AMC
 AMC
 SAF
 AMC
 AETC
 PACAF
 AFMC
 SAF
 SAF

Maj (s) Terence P. Baugh
 Maj Mark A. Blume
 Maj (s) Mark Anthony Brown
 Maj Paul L. Carter, II
 Maj Thomas C. Carter

AFMC
 AMC
 ACC
 AETC
 AETC

Maj Debra J. Doucette
 Maj Mary L. Ensminger
 Maj Charles Fulghum
 Maj Eric S. Gutzait
 Maj Diane M. Holmgren
 Maj Ottis Hutchinson
 Maj Eugene O. Johnson
 Maj Anthony T. Kitt
 Maj Juan F. Limon
 Maj John W. Long
 Maj Thomas O. Major
 Maj James F. J. Martin
 Maj Kimberly A. Meyer
 Maj (s) Gerald M. Perkins
 Maj Judy F. Perry
 Maj Thomas P. Reilly
 Maj Todd W. Robison
 Maj Pat A. Rose, Jr.
 Maj Vernon N. Simmons
 Maj (s) Timothy W. Smart
 Maj Barry E. Sterling
 Maj Ricky Valentine
 Maj Thomas E. Vereb
 Maj Lori A. Wortman
 Maj Michael A. Young

AFMC
 SAF
 SAF
 ACC
 AETC
 SAF
 AFCAA
 AETC
 PACOM
 ACC
 USAFE
 SAF
 AETC
 SAF
 ACC
 SAF
 PACAF
 SAF
 SAF
 AETC
 AETC
 SOCOM
 AETC
 AFPC
 SAF

All of the 1998 commander openings will be advertised on the electronic bulletin board from 3 - 30 November. Officers are encouraged to volunteer early. After the ads close, the candidates list will be distributed to the MAJCOM FMs and ultimately to the Wing Commanders for final selection. Advertised openings without volunteers will be filled by the most eligible and qualified from the commander roster. Officers who decline must seven day opt. In addition, a SAF/FM waiver is required for an officer to be selected for a command position if they did not make the commander roster.

Hopefully, this brief explanation about the commander selection process is helpful. Feel free to give me a call or ask your MAJCOM/FM if you have questions. Lastly, I am proud to be your new assignments officer. Along with my "whiz kid" partner Capt Will Lorey, our goal is to provide you with the best possible service while working your assignments.





Financial Management Career Program

by FMCP Palace Team Members

As the FMCP team looks into the coming year we see a very full plate. The team has many new initiatives as well as a few old ones that we are working. We'll discuss a few news ones and give you status on a few of the older ones.

PALACE Compass: Three significant events led to the development of the PALACE Compass initiative. The first event was the Federal government's effort to reinvent government by streamlining its operations and process—otherwise known as the National Performance Review (NPR). The second event was the DoD Program Decision Memorandum (PDM) which directed regionalization of civilian personnel operations in all branches of the Armed Forces. Lastly, under the Program Budget Decision (PBD) 711, the mandate for FY99 has been set at one civilian personnelist to every 88 employees servicing ratio, with the optimal ratio of 1 to 100 to be reached by FY01.

The PALACE Compass initiative was developed by HQ USAF Civilian Personnel to regionalize certain aspects of civilian personnel servicing into one regional center located at Randolph AFB TX, under the Directorate of Civilian Personnel Operations (DCPO).

Implementation of PALACE Compass started in October 1996 and should be finished by the third quarter of FY99. It will include all CONUS and overseas locations.

Additional information about PALACE Compass can be found by visiting AFPCs Home Page at <http://dpcweb.afpc.af.mil>.

Behavior Inventory (BI): The FMCP Policy Council unanimously approved the use of the BI results for GS-13/14 career program registrants effective 1 October 1997. FMCP registrants (except those at locations pending union negotiations) will have their interview score replaced by the BI score. The BI will be completed biennially. GS-11/12 registrants will complete the BI during summer/fall of 1998, and GS-13/14 registrants will complete theirs during summer/fall of 1999.

Currently, a summer/fall cycle of new registrants is being processed. Score sheets are to be returned by 17 Nov 97. Scores will be used for promotion, reassignment, and training opportunities beginning in Jan 98. In some special circumstances, score sheets returned later than 17 Nov will be used.

The FMCP homepage on the world wide web at http://www.afpc.af.mil/civ_car/fmcp/ contains information on our career program and the BI management assessment. Registrant TPS data to include individual competency scores, for grades GS-14 and below, is also

available at the web site. To access this data provide your social security account number and date of birth in a YYMMDD format. Access to TPS data will only be from official Air Force computer sites, and will be monitored. Registrants without web site availability will be able to call the Career Program Call Center at 1-800-558-1404 or DSN 487-7849 for TPS data information.

Tuition Assistance: A recent AFAA Audit finding requires career programs to obtain grades or completion notices when the FMCP provides tuition assistance (TA). Registrants receiving TA must provide this documentation within 30 days of course completion. Successful completion requires a grade of "C" or better for undergraduate courses, a grade of "B" or better for graduate courses, and proof of satisfactory completion for courses with no letter grade. Failure to provide this documentation will result in denial of future TA and possible initiation of action to recoup USAF funds.

Request for Resumes: The USAF Civilian Personnel community is rapidly downsizing and many re-engineered processes have been or are being developed. One process that will definitely effect each civilian is the referral procedure used to fill vacancies. In the past, a USAF civilian's official personnel file (OPF) constituted a "working resume"; however, that will change in the future. The DoD will use RESUMIX, a commercial off-the-shelf (COTS) software program when referring candidates. RESUMIX will require all civilians to have an electronic resume in their official file. Many career program registrants received letters asking them to prepare a resume according to a specific format for testing purposes. All career programs and the Air Force Personnel Center (AFPC) will use the test resumes to work out system kinks and ensure referral certificates will identify the proper candidates for vacancies. We appreciate the assistance by people that did submit a resume to help us learn to use the new system effectively. Look for comments on the testing in future issues of The Air Force Comptroller magazine.

PALACE Acquire (PAQ) Training Program on the Web: PAQ Training Program information is available on the FMCP home page. Included in the home page are: the current issue of "PAQ-INFO", our biannual program update; past issues of "PAQ-INFO"; "Hot Items"—the most current information on the program; and other general PAQ information. Supervisors and interns can check the "Hot Items" for the status of FY98 training funds and Professional Military Education (PME) training opportunities. The FMCP will still send hard copy letters to each PAQ supervisor advising them of course dates for the PME opportunities at Sheppard AFB. You can also find "PAQ-INFO" on the SAF/FMP web site. POC is Karen Johnson, PAQ Administrator, DSN 487-6177, or e-mail johnsonk@hq.afpc.af.mil.

ACES High

MSgt Rodney E. Kelly
2 CPTS/CC
Barksdale AFB LA



From Jet Engine Mechanic to Comptroller Superintendent, MSgt Rodney E. Kelly, 2d Comptroller Squadron, Barksdale AFB LA, has always stood ACES HIGH! His record is chock-full of nothing but the best ratings and accolades galore. They attest to the top service and guidance he is currently providing as he wears the two hats of First Sergeant and Superintendent—and he wears them well.

MSgt Kelly, a military brat, was born at Fort Bragg NC, and graduated from Leilehua High School, Wahiawa HI. He excelled across the entire spectrum of school activities—fully engaged in band, baseball, basketball, and football in addition to the day-to-day academics.

MSgt Kelly enlisted in the Air Force in February 1984. After graduating with honors from Basic Military Training School, his first 11 Air Force years were spent in the maintenance arena. His maintenance jobs have included Wing Chief, Production Team Leader, Grave Shift Supervisor, and Swing Shift Supervisor all at McGuire AFB NJ, where he worked on the C-141B aircraft. He has also been assigned to Williams AFB AZ, where he worked as Dock Chief and Mid-Shift Supervisor for the T-37, T-38, and F-5 aircraft. From the beginning, this super troop has worked magic on everything he has touched. His maintenance career record cites his direct contributions toward AMC Maintenance Effectiveness Awards for three consecutive years, the first ever 305th Air Mobility Wing Annual Excellence Award, Best Component Repair Squadron for four years running, and Best in Air Force in 1994. Open his record and you will see things that are “right-on” such as “reorganizing and improving workflow”, “sound and innovative management”, “hand selected”, “dedicated to personal improvement”, “committed to quality”, and “committed to excellence”. All of these clearly describe MSgt Rodney Kelly. As expected, his transition into the comptroller career field has been phenomenal. As a brand new budget ana-

lyst, he took one of our toughest programs and ran with it, analyzing deficiencies and laying out a game plan to ensure no mission show-stoppers and absolutely no LG funding shortfalls for FY96. He also worked the unconventional issues such as upward adjustments and base realignment and closure. All that, and he was still able to do the nuts-and-bolts work, balancing over \$1 billion and 25 different fund codes to the penny.

Clearly the Number 1 NCO in the squadron, MSgt Kelly got pulled up to his current position as First Shirt where he has shown superlative leadership and unmatched dedication to the squadron’s 50-plus folks. He has certainly inspired a difference in attitude, performance, and customer focus. A valued advisor to his commander, his recommendations have been judicious and right-on-target. He’s targeted other areas within the organization such as training and awards and is already promoting ways to allow our best to shine. He’s helped us win our first-ever Commander’s Trophy. As resource advisor for the wing special staff, MSgt Kelly’s proactive management style has been cited by the wing commander. His awards and recognitions include Base Senior NCO of the Quarter (unheard of for a support troop!), Distinguished Graduate of the NCO Academy, Wing Maintenance Technician of the Month, and Senior Airman Below-the-Zone. Decorations include the Air Force Commendation Medal (One Oak Leaf Cluster) and the Air Force Good Conduct Medal (Three Oak Leaf Clusters).

His off-duty time is spent with family, travel, writing, and photography. Additional volunteer hours are spent as music instructor, Girl Scout coordinator, youth summer camp counselor, and squadron sports.

An excellent blend of management skills and technical expertise make MSgt Rodney E. Kelly a leader for today and the future. For him, excellence is not a goal, it is a performance standard. He truly stands ACES HIGH for Comptroller and for the Air Force.

PROMOTIONS



Ms Patricia Vestal, to **GS-15**, Chief, Military Construction, Directorate of Budget Investment (**SAF/FMBIC**).

Air Force Audit Agency

Bullen, Richard, GS-13; Dover AFB DE
Colter, Gerald R., GS-13; Wright-Patterson AFB
Coyner, Gray, GS-14; Pentagon
Dona, Eduardo, GS-13; Arlington VA
Freburg, Joann, GS-14; Wright-Patterson AFB OH
Grier, Rafus, Jr., GS-13; Arlington VA
Heffernan, Linda GS-13; March ARB CA
Jensen, Ronald M., GS-13; Wright-Patterson AFB OH
Jetton, Tammy L., GS-12; Scott AFB IL
Kechour, Cherie, GS-14; March ARB CA
Maddux, Carol R., GS-13; Kirtland AFB NM
Malana, Eduardo D., GS-12; Osan AB KS
Larsen-Miller, Sarah R., GS-12; Davis-Monthan AFB MT
Misamore, Ronnie J., GS-14; Robins AFB GA
Nguyen, Thu T., GS-12; Tinker AFB OK
Roland, Larry A., GS-14; Peterson AFB CO
Roof, Geoffrey B., GS-12; McConnell AFB KS
Scalese, Lucy T., GS-12; Hanscom AFB MA
Schnable, Mariela J., GS-12; Robins AFB GA
Peterson, Bradley S., GS-12; Ellsworth AFB SD
Seals, Kimberly M., GS-13; Wright-Patterson AFB OH

Vanhyning, Fannie, GS-14; March ARB CA
Vidinhar, Lamond R., GS-12; Hill AFB UT
Violette, Kenneth V., Jr., GS-12; Tinker AFB OK
Wulsin, Frederick R., GS-14; Arlington VA
Zaloga, Judith P., GS-12; Edwards AFB CA

Air Force Reserve Command

Ford, Houston F., III, to Maj; 452 AMW/FM
Laudenslager, Jim, to GS-13; 439 AW
McUmbur, Gail, to GS-12; HQ AFRC/FMFQ

Air Intelligence Agency

Andres, Jorge, to MSgt; 694 OSS
Chapman, Jim, to GS-14; HQ AIA/FMP
Duffy, Eugene, to GS-12; HQ AIA/FMC
Fitzgibbon, Rick, to CMSgt; HQ AIA/FM

Air Education & Training Command

Alvadado, Estevan, II, to GS-12; HQ AETC/FMAF
Badalamenti, Frank, to MSgt; HQ AETC/FMF
Eldridge, Steve, to MSgt; 71 CPTF/FMF
Loflin, Wayde L., to GS-12; HQ

AETC/FMAM
Newsome, Dallas N., to Maj; HQ AETC/FMAF
Niederbrach, Linda, to MSgt; HQ AETC/FMEA
Richert, Cheryl, to GS-12; AU/RPB
Rivera, Maritza, to LTC; 42 CPTS/CC

Air Mobility Command

Jackson, Robert B., to MSgt; 375 AW/FMFC
Van Houten, Douglas, C., to MSgt; 305 CPTS/FMFSD

United States Air Forces in Europe

Aldrich, JoAnne, to MSgt; 39 CPTS/FMF
Labat, Philippe P., to MSgt; 100 CPTS/FMF
Levy, Anthony V., to LTC; 26 AFS/CC
Love, David R., to MSgt; 86 CPTS/FMFL
Singsaas, John C., to LTC; 52 CPTS/CC
Smith, John A., to MSgt; HQ USAFE/IG

SAF/FM

Allen, Damon, to Capt; AFCAA/FMS
Carpio, Reynaldo, to LTC; AFCAA/FMS
Henderson, Sheila, to LTC; SAF/FMBIO
Herpst, Ronald, to LTC; SAF/FMBIC

RETIREMENTS



Colonel Galen C. Bessert, was Chief, Aircraft, Missiles, and Communications Division, Directorate of Budget Investment (SAF/FMBI) (30 years of service).



Mr William C. Honas, GS-15, was the Deputy Director for Accounting, DFAS-DE (30 years of Federal service).

Air Force Audit Agency

Noyes, David W., GS-12; Hill AFB UT
Sayre, Thomas E., GS-14; Langley AFB VA

Air Education & Training Command

DeSoto, Gustavo, CMSgt; 47 CPTF
Gamache, George F., GS-11; 17 CPTF/FMA
Hardy, Jerry B., LTC; 37 CPTS/CC
Losada, Teresa L., SMSgt; HQ AETC/FMP
Vidal, Pablo, GS-11; 37 CPTS/FMF

Air Mobility Command

Buchwald, Joseph M., LTC; HQ AMC/FMP
O'Leary, Daryl L., SMSgt; 375 AW/FMQ

DFAS-DE

Massey, Ella J., GS-12; DFAS/DE/FJ
Meder, Marjorie, Maj; DFAS/DE/C

United States Air Forces in Europe

Blair, Charles J., SMSgt; 86 CPTS/FMA

Evans, Robert C., MSgt; 86 CPTS/FMA
Vargas, Amadeo J., MSgt; 424 ABS/FMA
Wheeler, Thomas, TSgt; 39 CPTF/FMA
Winters, James K., SMSgt; 470 ABF/FMF

SAF/FM

Downing, Lorenza, LTC; SAF/FMC
Hardy, Linda L., LTC; SAF/FMBIS



PROMOTIONS (Continued)...

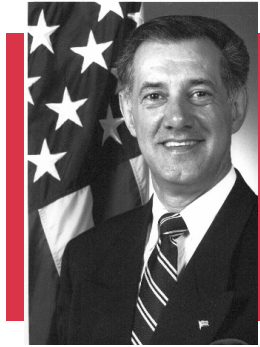
Hilton, Wanda, to GS-9; SAF/FMBIC
Hoose, Raymond R., Jr., to GS-13; SAF/FMBOP

Jones, Robin, to Maj; SAF/FMBP
Lowry, Tom, to Maj; SAF/FMBOI
Rose, Pat, Jr., to Maj; SAF/FMBOO

Smith, Mariann, GS-11; SAF/FMBIC
Witter, Fred, to LTC; SAF/FMB



Transferring



Mr John S. Nabil

From: Director, Defense Finance and Accounting Service—Denver Center

To: Director, Defense Finance and Accounting Service—Colombus Center

Mr Steve Turner

From: Director, Defense Finance and Accounting Service—Kansas City Center

To: Director, Defense Finance and Accounting Service—Denver Center

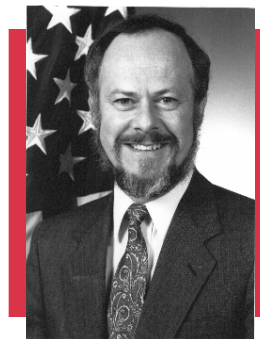
Mr Dave Harris

From: Assistant Deputy Director of Finance, DFAS Headquarters

To: Principal Deputy Director, Defense Finance and Accounting Service—Denver Center



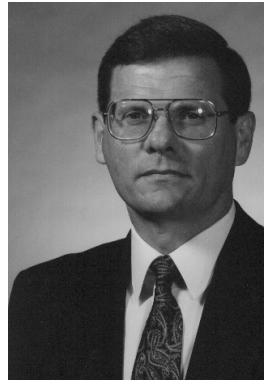
Retirement



Mr Jerry S. Coleman, SES, Principal Deputy Director, Defense Finance and Accounting Service—Denver Center (over 32 years of service). Effective date 6 January 1998.



Mr James R. “Ron” Speer
Principal Deputy Assistant Secretary of the
Air Force (Financial Management)



**Welcome
Aboard!**

I am pleased to welcome Mr Ron Speer to SAF/FM as my principal deputy. He succeeded Mr John W. Beach, who retired from government service in early October. Ron joined us on 1 December.

Ron brings with him a wealth of experience that will help us meet our many challenges. In his last position as Assistant Air Force Auditor General for Field Activities, Ron had a lead role in managing the auditor career field. Ron previously served as Assistant Auditor General for Financial and Support Audits and so is an expert on issues related to financial management reform. He has strong knowledge of the financial regulations that are a key part of our business.

Ron Speer also has extensive experience in the Air Force. He began his career as an enlisted man with the Air Force. In 1977 he joined the audit service as a staff auditor and since then has held a variety of progressively more senior positions with our audit agency. These positions include program and audit manager, chief of the systems audit region, and deputy assistant auditor general for operations.

I am very glad to have Ron on the SAF/FM team, and I look forward to working with him.

ROBERT F. HALE
Assistant Secretary of the Air Force
(Financial Management and Comptroller)